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GIVES BASIS FOR COMPUTING MINING WAGE NORMS

An article by Jozsef Rappi, head of the Wage and Labor Department of the Mining Division, Ministry of Mining and Power, describes the computation of norms in the mining industry. According to the article, wages of mining industry workers are again based on a 480-minute (8-hour) day. For example, the computation of a worker's pay is based on the number of minutes he works at each of the various (7) work phases. Each of these phases has a different pay rate. The totals of minutes worked at the different rates are averaged to determine whether the worker exceeded the norm.

From the final total, wages for the separate phases of the work are determined, [the sum of] which is the worker's base pay. To this is added a bonus of 30 percent for working underground, and the fulfillment bonus which is also computed from the base pay. The fulfillment bonus is determined by first computing the base pay for 100-percent fulfillment in each phase of work. This is the basis of the bonus. A worker must exceed 110 percent fulfillment to be eligible to receive a bonus. Fulfillment between 110 and 130 percent merits half; 130 to 160, three fourths; and more than 160 percent, the whole of the bonus. A worker remaining at the same mine for more than a year receives a loyalty bonus equal to 5 percent of the sum of his base pay plus the bonus for working underground. The loyalty bonus may be increased to 10 percent in the case of workers with a higher education.

Payment for the various phases of work is computed as in the following example: Operation: drilling; [wage determination] units: linear meters. Minute norm: 16. [Wage] category 7. If a worker has drilled 202 holes at a depth of 1.08 meters and he has a minute value of 3,232 forints, his pay will be 218.16 forints.

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